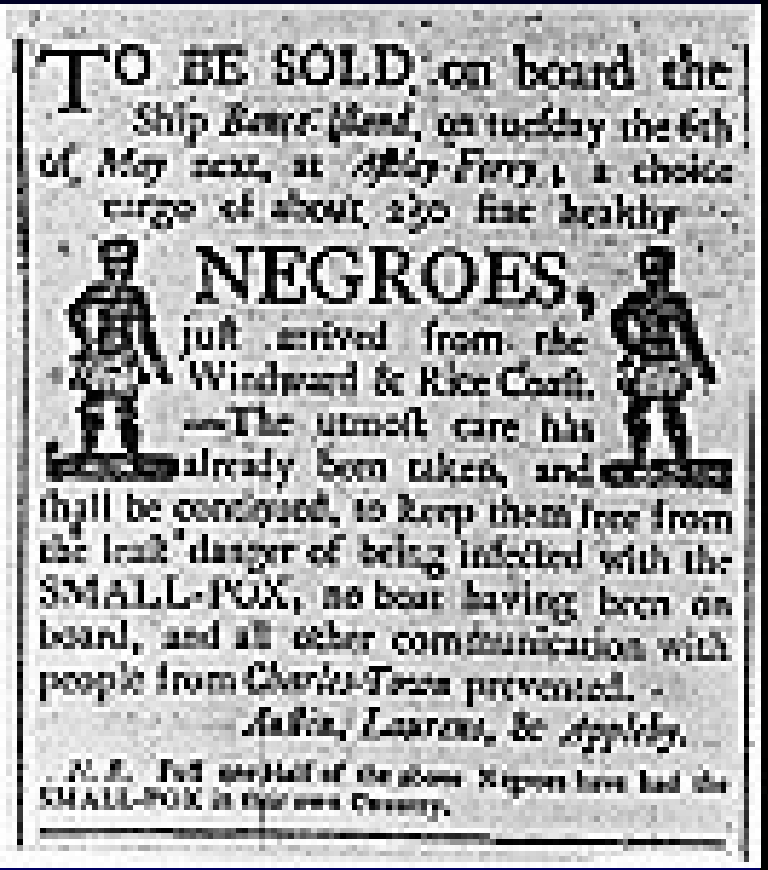
Events Leading to Current AF Approach

Histor
y



TO BE SOLD on board the Ship *Rumford*, on tuesday the 6th of *May* next, at *Abby-Ferry*, a choice cargo of about 250 fine healthy

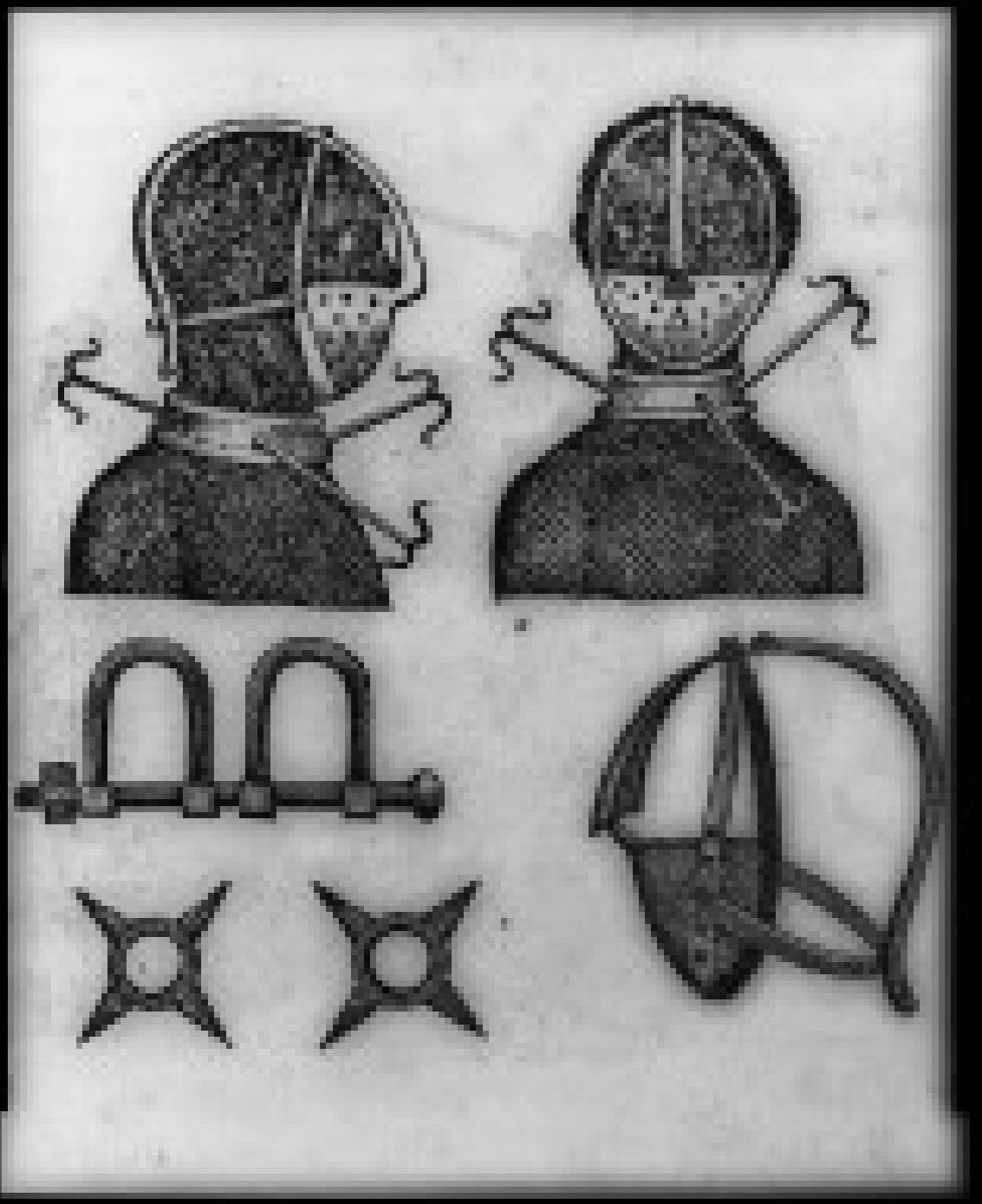
NEGROES,

just arrived from the Windward & Rice Coast.

—The utmost care has already been taken, and shall be continued, to keep them free from the least danger of being infected with the SMALL-POX, no boat having been on board, and all other communication with people from *Charles-Town* prevented.

Sallin, Laurens, & Appleby.

N. B. Full one-half of the above Negroes have had the SMALL-POX in their own Country.



Segregated restaurants, water fountains, schools

Brown Vs. Board of Education in 1954

Supreme court ruled segregation is unconstitutional

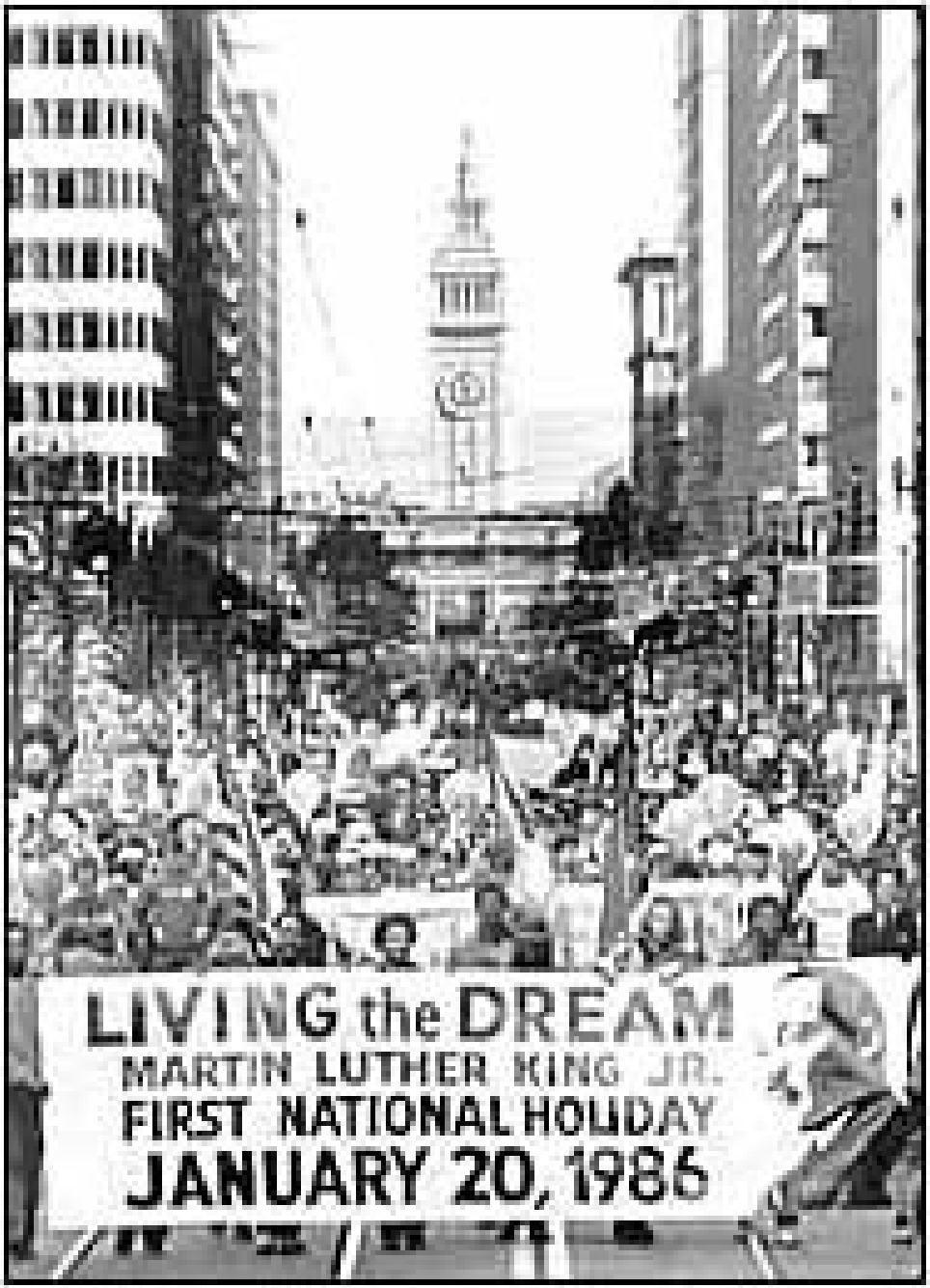
Rosa Parks bus incident on Dec 1, 1955 led to bus boycott

© The Associated Press

Civil Disturbances

Francis MillerLIFE

Bob Fitch/Black Star


LIVING the DREAM
MARTIN LUTHER KING JR.
FIRST NATIONAL HOLIDAY
JANUARY 20, 1986

© UPI

Japanese Internment Camps 1942-1946

Contemporary EO Events/Disturbances

- **Civilian:** Anita Hill/ Clarence Thomas, Rodney King, O.J. Simpson Trial Verdict, and Jaspar, Texas, Timothy Thomas
- **Military:** Tailhook, Desert Shield/Storm – Women in Combat, Fort Bragg, NC, Aberdeen

Steve Marcus / Reuters

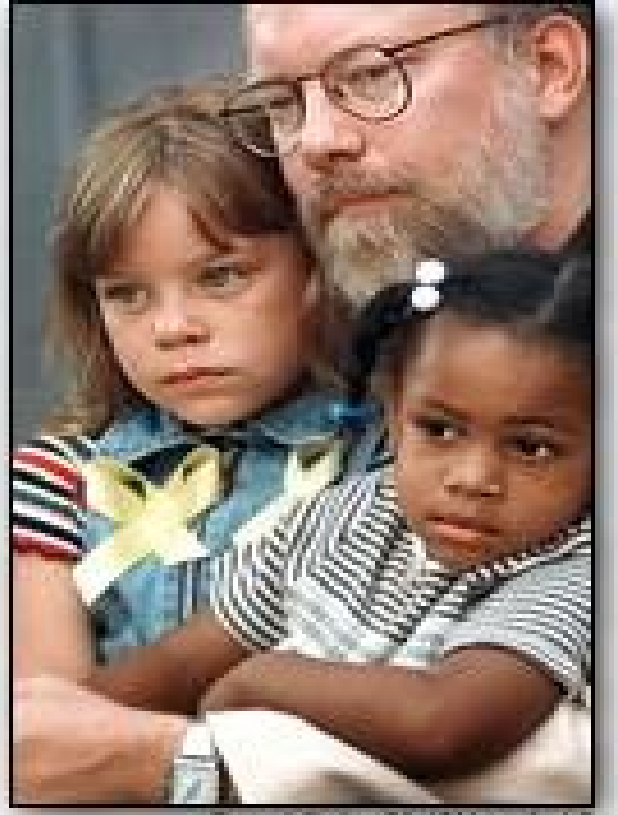
KNBC-TV

Police guide children from the Jewish community center in Granada Hills on Aug. 10 after a gunman opened fire on children and staff members. The next day, suspect Buford O. Furrow Jr., left, surrendered to the FBI.

Swastikas found at Columbine

LITTLETON, Colo., Aug. 16 — Newly scrawled swastikas found in some bathrooms marred students' return to Columbine High School on Monday, the first day of classes since April 20, when two students unleashed a deadly rampage at the school on the

Ron Jaap / The Beaumont Enterprise



David J. Phillip / AP

Murder behind the wheel

June 11 -- James Byrd Jr. was chained to the back of this pickup and dragged to his death outside Jasper, Texas. Two white men, John King and Lawrence Brewer, were charged in the murder of Byrd, a black man. Right, the Rev. Walter Snyder holds his daughter, Laura, and her

ISSUES

POLICY

Department of Defense Policy

IAW DoD 1350.2: Promote an environment free from personal, social, or institutional barriers that prevent service members form rising to the highest level of responsibility possible. Members shall be evaluated only by individual merit, fitness, and capability.

Air Force Policy (military)

IAW AFPD 36-27: the Air Force will conduce its affairs free from unlawful discrimination and sexual harassment. It provides equal opportunity and treatment for all members irrespective of color, national origin, race, religion, or sex, except as prescribed by statute or policy.

Air Force Policy (civilian)

IAW AFR 40-713: the Air Force recognizes and supports the principles of the Equal Employment Program. Air Force managers and supervisors are responsible for effecting these principles through personnel management decisions and for making EEO considerations an integral part of the management process.

Unlawful Discrimination & Sexual Harassment

DISCRIMINATION

Unlawful Discrimination (military)

Definition - A disparagement in treatment of people based on their color, national origin, race, religion, or sex, and such distinctions are not authorized by law or regulation, IAW AFI 36-2706

Unlawful Discrimination (civilian)

Definition - An unlawful employment practice that occurs when an employer fails or refuse to hire, discharge, or otherwise discriminates against any individual with respect to compensation, terms, conditions, or privileges of employment because of race, color, religion, sex, national origin, age, reprisal, physical, or mental disability...IAW AFI 36-1201

Discrimination on the basis of an immutable characteristic associated with race, such as skin color. Also, hair texture or certain facial features.

NATIONAL ORIGIN

An individual's or ancestor's place of origin. Also applies to a person who has the physical, cultural, or linguistic characteristics of a national group.

American Indian or Alaskan Native; Asian or Pacific Islander; Black (Not of Hispanic Origin); Hispanic; White (Not of Hispanic Origin)

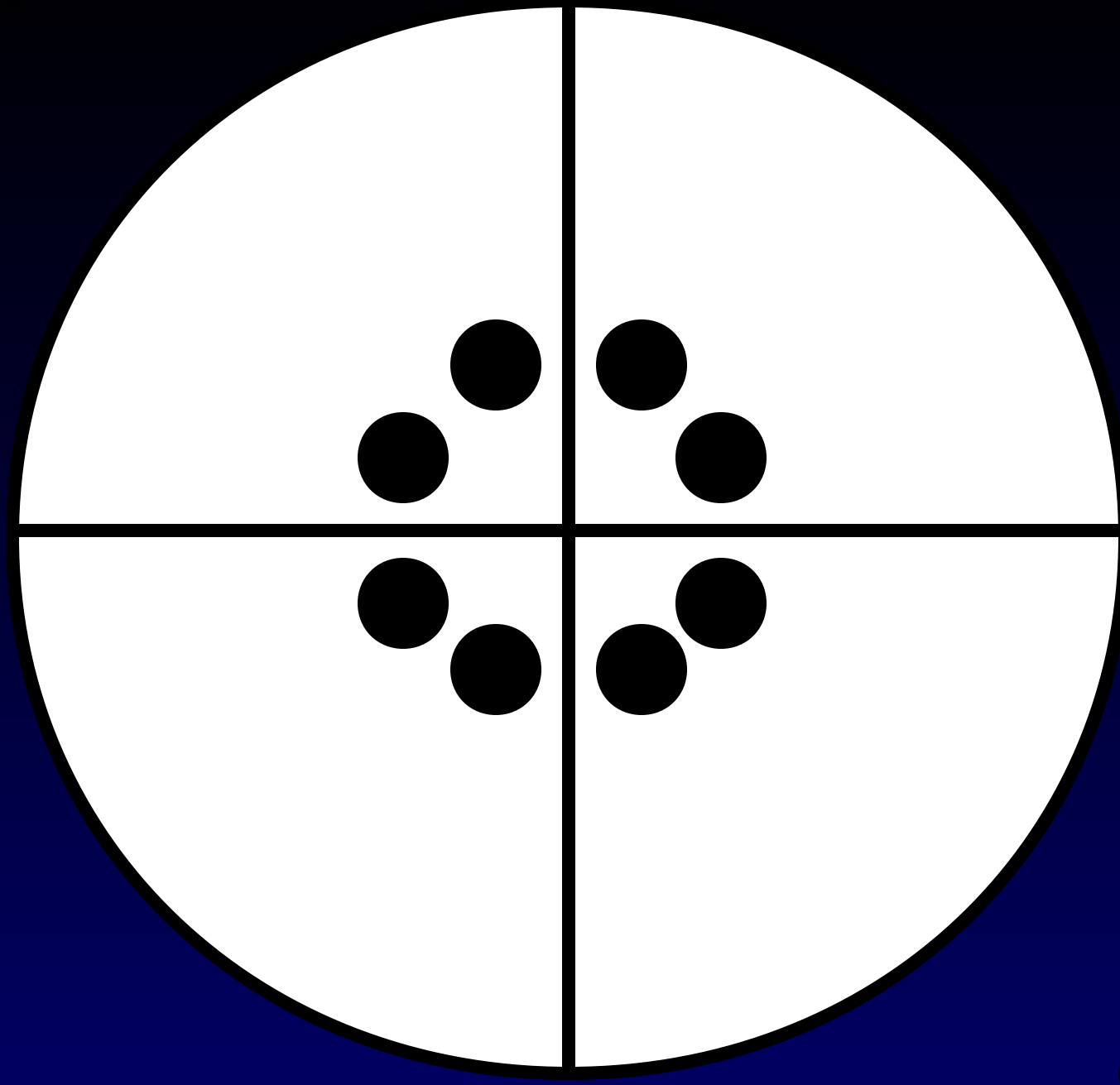
The Constitution of the United States, Amendment 1,
Ratified December 15, 1791

“Congress shall make no law respecting an establishment

Sexism - Discrimination based on sex

Obvious Discrimination

Subtle Discrimination



CONSEQUENCES